

2001 Appropriation Implementation Strategy

**October 26, 2000
Department of the Interior
Bureau of Land Management**

2001 Appropriation Implementation Strategy

Executive Summary

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The fires of 2000 have been recorded in history, and for many the memories are already beginning to fade. However, the year's wildland fire season leaves behind not only a story, but a legacy that will give land managers, for the first time in years, the support and long-term funding they need to manage fire and resources together on the land.

The devastating fire season of 2000 claimed the attention of the public and legislators alike when nearly seven million acres of land burned in more than 100,000 wildland fires. Before the last ember turned to ash in this unusually long and widespread fire season, nearly 30,000 firefighters and support personnel would help manage or suppress fires in 16 states at an estimated cost of more than \$1 billion.

To help land management agencies and their partners become better prepared to manage or prevent these situations, and to protect communities at risk from wildfire, the President and Congress approved a substantial budget increase for federal wildland agencies. The budget increase in fire management is divided into three core areas: fire preparedness, fire operations and rural fire assistance. This long-term funding triggers a fundamental change in the way these agencies do business.

With a renewed emphasis on partnerships and restoring forest and rangeland health, the new era in public land management will be defined by reduced risks to communities from wildfire, increased firefighting capabilities across the Nation and in our rural fire district partners, and the increased ability to plan and implement fire and resource management together on public land.

The 2001 Appropriations Bill increased the Bureau of Land Management's budget by an unprecedented 28 percent. This includes substantial increases in hazardous fuels reduction (\$68 million); fire preparedness (\$55 million); planning (\$19 million); fire and non-fire construction (\$23.6 million); and rural fire district assistance (\$10 million). Accompanying these allocations is additional funding for resource specialist positions (\$7.8 million) and administrative services (\$14 million).

These increases mean additional firefighters and crews, aircraft and equipment. Fire weather specialists, large fire staffing, and field fire staff numbers will grow to support fire and fuels operations and management. Nearly 400 temporary employees will be converted to permanent status to retain specialized skills and experience. New jobs in both the private and public sectors will be created as the agencies work closely with local communities to implement projects on the land that reduce risks to communities from wildfire and improve habitat. The budget increases also mean improvements to facilities, and sometimes new facilities, to provide employees a safe, healthy and functional place to work. Fire prevention and education efforts will be increased and

enhanced. Funding, doubled to \$8 million in fire science and research, will help develop new tools, models and data to support land management decisions and actions. In addition, \$10 million will fund a new program to provide technical and financial support to rural fire departments.

The 2001 Appropriations Bill means taking on many daunting, and unparalleled, challenges and opportunities. To accomplish our charter, we must first:

1. List and assign the tasks required to begin implementing the budget, and complete reporting and accountability requirements.
2. Establish a steering committee with a project coordinator. This team will coordinate and oversee, and ensure Congress is informed of, the progress of the budget implementation.
3. Gather and analyze data on 1) communities at risk from wildfire; 2) forests and rangelands needing treatment; 3) organizational needs; and 4) contracting needs.

A team of resource and fire professionals has developed a list of tasks and recommendations that will help get BLM started. Some of the tasks include:

Preparedness:

4. Staff positions.
5. Complete acquisitions, purchasing, contracts and agreements.
6. Expand and use architect and engineering contracts.
7. Complete required reports and actions for Congress.
8. Develop an oversight strategy.

Operations:

9. Use contracts and agreements to implement hazardous fuels reduction projects.
10. Expedite inventory, clearances and consultation.
11. Publish lists of communities at risk from wildfire with mitigation plans in place or not yet developed.
12. Implement 100,000 acres of fuels management projects.
13. Develop ways to improve the health of the land.
14. Rewrite guidance for the hazardous fuels management program.
15. Rewrite guidance for burned area rehabilitation.
16. Develop a process to expedite native seed production and replacement.
17. Staff positions to support the fuels program.
18. Develop and initiate action on the highest priority communities at risk to reduce threats.
19. Develop an oversight strategy for the fuels management program.
20. Develop land use plans as necessary to support fuels treatment in the wildland-urban interface.

Rural Fire Department Assistance

21. Develop Department of the Interior criteria for allocating the funding to Interior agencies for rural fire departments.

22. Establish criteria for the identification and prioritization of rural fire district assistance program.
23. Develop a strategic plan to upgrade rural fire departments to meet established standards.
24. Develop annual work plan directives.
25. Inform and coordinate with key stakeholders (National Association of Counties, Western Governors Association, Association of State Foresters, etc.).
26. Develop model agreements to fund training, purchase equipment, and conduct prevention activities on a cost-sharing basis.
27. Seek solicitor opinion whether the pilot authorization supercedes the Code of Federal Regulations prohibiting the sale of fire equipment.
28. Monitor progress of implementation strategy and prepare accomplishment reports.

Additional recommendations include:

29. Planning - Land use plans that do not specifically address the expanded fuels treatment program in the wildland-urban interface should be amended through the national planning strategy.
30. Business Practices - Use standardized contracts and agreements. Increase local and small business opportunities including local non-profit entities or small/disadvantaged businesses.
31. Human Resources - Centralize staffing and recruitment for all fire positions and for all non-fire positions where multiple hires are identified. Use recruitment and retention bonuses.

The challenges are, indeed, daunting, and expectations are high. BLM may never again have a chance such as this, where clear direction and ample funding are provided to accomplish specific goals. But the agency must produce results that reflect reduced risks to communities and increased benefits to the land.

The year 2000 was extremely difficult and challenging for all fire, resource and support staffs, and their partners. However, the outcome marks a turning point in land management history that will allow federal agencies to demonstrate their capabilities and stewardship of public lands for many years to come.

2001 Appropriation Implementation Strategy
Team Recommendations
October 26, 2000

Wildland Fire Program

Goal: *Develop an oversight strategy to ensure successful implementation of the 2001 Department of the Interior Appropriation Act which will reduce risks to communities and restore forest and rangeland health on public land. This strategy will help ensure plans are technically adequate; that qualified personnel implement the plans; and help prevent fraud, waste and abuse.*

Actions

- 32) Establish fire and resource technical assistance teams.
Assigned: Director, Office of Fire and Aviation; Assistant Director, Renewable Resources and Planning
Due Date: January 1, 2001
- 33) Establish interdisciplinary coordination groups at both national and state office levels to develop and review implementation priorities.
Assigned: Assistant Directors; State Directors; Director, Office of Fire and Aviation
Due Date: December 1, 2000

Wildland Fire Preparedness

Goal: *Staff positions to meet BLM's fire and resource objectives.*

Actions

A. Staffing/Recruitment

- 1) Analyze the data call from states, centers and national offices to determine staffing needed to support fire.
Assigned: Director, Office of Fire and Aviation
Due Date: November 13, 2000

- 2) Establish procedures to implement all staffing for fire and aviation positions through a centralized process. Implement these procedures for 24 months, and then evaluate after 12 months.
Assigned: Assistant Director, Human Resources
Due Date: December 1, 2000
- 3) Complete selections for fiscal year 2001 positions.
Assigned: State personnel officers and selecting officials
Due Date: March 2001
- 4) Annual Work Plan directives will identify FTE ceilings that need to be filled under FY2001 Appropriation Act.
Assigned: Director, Office of Fire and Aviation
Due Date: December 1, 2000
- 5) Establish a wireless communication support team at the Office of Fire and Aviation in Boise, Idaho, or in the commuting area.
Assigned: Director, Office of Fire and Aviation; Assistant Director, Information Resources Management
Due Date: December 15, 2000
- 6) Hire a sufficient number of firefighters to meet the minimum standard of three per engine, seven days per week (approximately 360 temporary positions).
Assigned: State Directors
Due Date: Calendar year 2001 fire season for existing and planned engines and helicopters
- 7) Convert existing or hire new career conditional positions, ranging from engine foreman to station managers (approximately 400 positions).
Assigned: State Directors
Due Date: 40 percent in fiscal year 2001; 60 percent in fiscal year 2002
- 8) Convert existing or hire new permanent full-time positions, ranging from field office dispatchers to national office fire staff (250 positions).
Assigned: State Directors; Director, Office of Fire and Aviation
Due Date: 50 percent in fiscal year 2001; 50 percent in fiscal year 2002
- 9) Hire 20 new smokejumpers to be located in Idaho.
Assigned: Director, Office of Fire and Aviation
Due Date: May 1, 2001
- 10) Hire 20 fire meteorologists, to be located at various geographic area coordination centers and the Office of Fire and Aviation.
Assigned: Director, Office of Fire and Aviation

Due Date: April 1, 2001

- 11) Create four new hotshot crews to be located in Idaho, Nevada, Utah and Colorado.
Assigned: Director, Office of Fire and Aviation in conjunction with state fire management officers.
Due Date: Superintendents will be hired by the second quarter of fiscal year 2001. Crews will be hired by calendar year 2001 fire season (note: they may not meet Type I crew standards the first year; the goal is to meet standards by calendar year 2002 fire season). Crew vehicles will be ordered by the Office of Fire and Aviation for calendar year 2001 fire season.
- 12) Determine the impact of the increased human resource workload and ensure adequate staffing.
Assigned: State personnel officers; National Human Resources Management Center; Director, Office of Fire and Aviation
Due Date: November 13, 2000

B. Classification

- 1) Issue bureauwide supplemental guidance for supervisory/managerial positions in order to achieve consistency in classifications and ensure BLM is competitive with other agencies.
Assigned: National Human Resources Management Center
Due Date: November 17, 2000
- 2) Review/audit and reclassify, where necessary, all field office/district fire management and state fire management officer positions and national staff to achieve consistency in classifications and ensure BLM is competitive with other agencies.
Assigned: Jim Knox (lead); Tracy Thoricht; Todd Ryan and National Human Resources Management Center representative; field manager; fire subject matter expert
Due Date: January 1, 2001
- 3) BLM and Forest Service classifiers will discuss discrepancies in order to achieve consistency in classifications, ensure BLM is competitive with other agencies, and ensure adequate credit is given to increased responsibility/complexity.
Assigned: Assistant Director, Human Resources; Director, Office of Fire and Aviation
Due Date: 2001

C. Fire Retirement Coverage Determination

- 1) Initiate a request through the Department of the Interior to the Office of

Personnel Management for delegation of approval of firefighter coverage to the Office of Fire and Aviation. This will help facilitate fire retirement coverage determination and the coverage process.

Assigned: Director, Office of Fire and Aviation

Due Date: November 1, 2000

D. Outreach/Recruitment

- 1) Develop a recruitment/outreach strategy for all new positions in order to obtain diverse, well-qualified candidates.

Assigned: National Human Resources Management Center - Melissa Dukes to lead a team of: three or four subject matter experts; Debie Chivers, Office of Fire and Aviation; and one servicing personnel officer.

Due Date: November 17, 2000

- 2) Share the recruitment/outreach strategy with the Forest Service.

Assigned: Melissa Dukes

Due Date: December 1, 2000

- 3) States will identify fire positions for centralized recruitment (career seasonal/permanent full time/terms). This will help speed the recruitment and hiring process. Local recruitment will still be available and should be used when possible to reduce impact on housing needs.

Assigned: State Directors

Due Date: November 17, 2000

- 4) Seek approval to expand quick hire for term appointments, career-seasonal and permanent full-time positions (in addition to seasonals/SCEP).

Assigned: Linda Sedbrook

Due Date: November 3, 2000

- 5) Establish a team of staffing experts for knowledge, skills, abilities development for quick hiring of permanent full-time, career seasonal and term positions.

Assigned: National Human Resources Management Center - Melissa Dukes; Landon Carter; Daniel Aguilar, Sandy Powell; Cindy Pogue

Due Date: November 27 - December 8, 2000

- 6) Develop strategies to retain scarce skills; e.g., fire management, communications technicians, contracting specialists, engineers, and information technology support positions. Implement recruitment and retention bonuses. Delegate this authority to State Directors.

Assigned: Assistant Director, Human Resources

Due Date: February 1, 2000

E. Training/Qualifications

- 1) Develop a BLM-specific job apprenticeship program to enhance the agency's capability to hire and train a diverse career-professional fire workforce.
Assigned: Director, Office of Fire and Aviation
Due Date: June 1, 2001
- 2) Coordinate training needs for new staffing of fire and resource personnel.
Assigned: National Training Center; Director, Office of Fire and Aviation; and Assistant Directors
Due Date: Ongoing
- 3) Review and revise the Technical Fire Management program to ensure BLM needs are met.
Assigned: Director, Office of Fire and Aviation
Due Date: 6 - 12 months
- 4) Deliver training to new and existing employees (e.g., contracting officer representative/project inspector/project manager).
Assigned: Marilyn Johnson, National Training Center
Due Date: February 28, 2001
- 5) Issue BLM guidance establishing minimum qualifications for fire managers and agency administrators who are required to make fire management decisions. Ensure that personnel holding or selected for fire management or agency administrator positions are qualified for the level of wildland fire complexity required by the position.
Assigned: Director, Office of Fire and Aviation
Due Date: December 1, 2000

F. Reemployed Annuitants

- 1) Request Office of Personnel Management Waiver of Dual Employment Compensation Penalty for Reemployed Annuitants for fire support positions such as human resources, contracting, engineering, information technology, etc. This will help eliminate financial hardship on retired federal employees interested in working and encourage them to become reemployed annuitants.
Assigned: Director, Office of Fire and Aviation
Due Date: November 30, 2000

Goal: *Expand and use architect and engineering contracts.*

Actions

A. Deferred Maintenance and Construction

- 1) Issue direction requiring use of standard designs and specifications.
Assigned: Director, Office of Fire and Aviation; Assistant Director, Business and Fiscal Resources; and Assistant Director, Energy and Minerals
Due Date: December 1, 2001
- 2) Use national architect and engineering contracts.
Assigned: National Science and Technology Center; Bob Hart; state engineers
Due Date: Ongoing
- 3) Expand the use of architect and engineering contracts for not only design but also for construction inspection. (Inspection is not an inherent government function. Contracting officer representative responsibilities are an inherent government function.)
Assigned: National Science and Technology Center; state engineers; National Business Center contract specialist
Due Date: Immediately
- 4) Leasing versus building new facilities, as preferred option. Lease in municipalities and use construction funds in rural areas where necessary.
Assigned: Director, Office of Fire and Aviation; state fire management officers; field managers
Due Date: Immediately
- 5) Co-location of fire facilities in rural locations, including providing funding to local government, as preferred option.
Assigned: Director, Office of Fire and Aviation; state fire management officers; field managers
Due Date: Immediately
- 6) Inventory, prioritize, schedule, construct and inspect communication sites/facilities replacement and upgrades (e.g., building and towers).
Assigned: Ron Strong, National Science and Technology Center; state and Washington Office engineers and realty; state information resources management
Due Date: Begin in fiscal year 2001

B. Facilities

- 1) Identify space needs, administrative support, information technology hardware and support, geographic information system and human resources support.
Assigned: State fire management officers; field managers; State Directors
Due Date: January 1, 2001
- 2) Review space requirements for the Office of Fire and Aviation in light of the additional interagency functions and staffs.

Assigned: Lee Englesby
Due Date: January 12, 2001

- 3) Lease or construct two new seed warehouses: one in Utah and one in Nevada.
Improve the seed warehouse at the Lower Snake River District in Boise, Idaho.
Assigned: Tom Roberts, Washington Office, Renewable Resources and Planning
Due Date: April/May 2001

Wildland Fire Operations

Goal: *Staff positions necessary to meet fuels management and resource objectives.*

Actions

- 1) Analyze the data call from states, centers and national offices to determine staffing needed to support fire.
Assigned: Assistant Director, Renewable Resources and Planning; Director, Office of Fire and Aviation
Due Date: November 13, 2000
- 2) Establish procedures for staffing and classification of fuels and resource positions that are multiple hires through a centralized process.
Assigned: Assistant Director, Human Resources
Due Date: December 1, 2000
- 3) Complete selections for fiscal year 2001 positions.
Assigned: State personnel officers and selecting officials
Due Date: March 2001
- 4) Issue an instruction memorandum or bulletin to clarify that full-time employee ceilings will not prevent states from filling positions funded under the President's Plan.
Assigned: Assistant Director, Human Resources
Due Date: December 1, 2000
- 5) Determine the need to cross-train new and existing employees (e.g., contracting officer representative/project inspector/project manager)
Assigned: Marilyn Johnson, National Training Center
Due Date: February 28, 2001

Goal: *Expedite inventory and clearances.*

Actions

- 1) Develop individual state maps showing planned hazardous fuel reduction projects,

including information on types of projects and number of acres. Provide this information to Fish and Wildlife Service and National Marine Fisheries Service to identify areas needing Section 7 consultations.

Assigned: State Directors to develop information; Assistant Director, Renewable Resources and Planning to provide overall interagency coordination in consultation with Deputy Director.

Due Date: December 1, 2000

- 2) Establish working groups to develop a programmatic consultation on cultural clearances agreement for each state for hazardous fuels reduction projects.

Assigned: State Directors

Due Date: December 1, 2000

- 3) Complete Regional Sage Grouse Conservation Guidelines and coordinate with states already promulgating statewide guidelines.

Assigned: Assistant Director, Renewable Resources and Planning

Due Date: January 2001

Goal: *Publish lists of communities at high risk of wildland fire with plans in place and those with plans not in place.*

Actions

- 1) Criteria will be developed for communities at risk.

Assigned: Secretaries, Interior and Agriculture

Due Date: November 8, 2000

- 2) The criteria will be sent to the State Directors who will work with the representatives from State and Local Governments, and Tribes.

Assigned: State Directors

Due Date: November 8, 2000

- 3) Fuels/prevention/public education will develop planning strategy for identified communities-at-risk.

Assigned: State Directors

Due Date: Ongoing

Goal: *Implement 100,000 acres of fuels management projects.*

Actions

- 1) Use full range of treatment options to accomplish hazardous fuels reduction goals.

Assigned: Appropriate State Directors and state fire management officers

Due Date: April 1, 2000

Goal: *Rewrite guidance for hazardous fuels reduction program.*

Actions

- 1) Develop two separate subactivities with individual guidance for hazardous fuels reduction. Include within the guidance new and expanded use of emergency fire fighter hiring authority for item b) below.
 - a) Hazardous fuels reduction for ecosystem health - managed by Assistant Director, Renewable Resources and Planning, in coordination with the Office of Fire and Aviation and state offices (beginning in fiscal year 2002).
 - b) Hazardous fuels reduction for communities at risk - managed by the Office of Fire and Aviation in coordination with State Directors.

Assigned: Assistant Director, Renewable Resources and Planning;
Director, Office of Fire and Aviation; Assistant Director,
Business and Fiscal Resources

Due Date: December 1, 2000

Goal: *Rewrite guidance for burned area rehabilitation and short term restoration.*

Actions

- 1) Revise BLM's emergency fire rehabilitation handbook following the Department of the Interior manual on fire rehabilitation and short term restoration.

Assigned: Assistant Director, Renewable Resources and Planning; emergency
fire rehabilitation coordinators

Due Date: June 1, 2000
- 2) Finish proposed departmental manual directing criteria for fire rehabilitation and short term restoration.

Assigned: Department of the Interior Emergency Fire Rehabilitation

Due Date: December 1, 2000

Goal: *Develop a process to expedite native seed production and procurement.*

Action

- 1) The Washington Office, in cooperation with the Forest Service, is funding seed research to bring more native plant species into production. Washington Office is exploring ways to solidify procurement with the Indefinite Delivery Indefinite Quantity (IDIQ) contract.

Assigned: Assistant Director, Renewable Resources and Planning

Due Date: Ongoing

Goal: *Develop and initiate action on the highest priority communities-at-risk to reduce threats.*

Actions

- 1) Implement existing hazardous fuels reduction plans to decrease risk before the 2001 fire season. If plans require the use of fire in the wildland-urban interface, ensure there is adequate review and oversight prior to ignition.
Assigned: State Directors
Due Date: March-June 2001
- 2) Implement necessary planning to reduce hazardous fuels for communities-at-risk where plans do not currently exist or are not adequate to address the overall necessary risk reductions.
Assigned: State Directors
Due Date: April 2001

Goal: *Hire employees quickly and simply in local communities to accomplish high priority work in communities at risk from wildfire.*

Actions

- 1) Modify administratively determined hiring authorities (emergency fire fighter authorities) to fully support the fuels management program. This initiative would support local hiring in rural communities as directed by legislation.
Assigned: Director, Office of Fire and Aviation
Due Date: January 8, 2001
- 2) Issue guidance and instructions to implement new authorities under emergency fire fighter hiring.
Assigned: Director, Office of Fire and Aviation; state fire management officers
Due Date: January 31, 2001

Goal: *Develop land use plans to support fuels treatment in the wildland urban interface.*

Actions

- 1) Direct that the planning starts identified on the national planning priorities list incorporate fuels management into the planning effort where appropriate.
Assigned: Assistant Director, Renewable Resources and Planning, in coordination with Director, Office of Fire and Aviation
Due Date: Fiscal year 2001 annual work plan
- 2) Direct that those plans with amendments for fuels management in progress be ensured funding and resources to allow for completion in fiscal year 2001. Funding source: fire management.
Assigned: Assistant Director, Renewable Resources and Planning, in coordination with the Director, Office of Fire and Aviation

Due Date: Fiscal year 2001 annual work plan

- 3) If an amendment of a land use plan is necessary exclusively for fuels treatment, this can be accomplished at the activity planning level (fire management plans). [Identify goals, standards, and objectives in the fire/fuels management plan and amend the land use plan as new decisions.]
Assigned: Field offices
Due Date: As needed
- 4) States should provide early involvement and coordination with their Governor's office to expedite consistency review. Where it is appropriate, establish/review memoranda of agreements with state clearinghouses to include shortened Governor's consistency review from 60 days to 30 days.
Assigned: State offices
Due Date: Beginning in January 2001
- 5) Purchase geographic information system and remote sensing data. First priority will be identified communities at risk. Identify which data is easily available or needs to be purchased.
Assigned: State offices, in coordination with Assistant Director, Renewable Resources and Planning, and the Director, Office of Fire and Aviation, which would establish what data would be purchased.
Due Date: As needed
- 6) Set national standards for data collection, maintenance, and storage, considering geographic information system/spatial data component and remote sensing (e.g. ongoing work with Forest Service Natural Resource Information System). Use existing capabilities such as national resource assessment team or national data management team. Some standards need to be coordinated with other agencies.
Assigned: Director, Office of Fire and Aviation; Assistant Director, Renewable Resources and Planning; and Assistant Director, Information Resource Management
Due Date: February 1, 2001

Wildland Fire Preparedness/Operations Support

Goal: *Complete acquisitions, purchasing, contracts and agreements.*

Actions

C. Current Approved Projects

- 1) List all current approved projects exceeding \$2,500 through contracts or federal assistance in the Advanced Procurement Plan for fiscal year 2001. Identify a project manager for each project. (This information will be used for contract

officer representative training and workforce planning.)

Assigned: Field managers assisted by the state procurement analyst

Due Date: November 15, 2000 (coincides with AWP directives)

- 2) Develop standardized statements of work for each category of fuels treatment (e.g., chemical, mechanical, and prescribed fire {for prescribed fire burn bosses may be provided in-house, but support personnel and equipment may be contracted or provided through cooperative agreements}, and rehabilitation {e.g., aerial seeding, drill seeding, tree planting}.

Assigned: Contract specialists (National Business Center, Oregon, Idaho, Nevada, Utah); fuels management experts; Forest Service contract specialists and fuels management experts

Due Date: November 30, 2000

- 3) Award/share regional indefinite delivery contracts for use by all Interior agencies and the Forest Service, where capable local sources exist.

Assigned: National Business Center and Oregon contract specialists, and contract specialists from other agencies.

Due Date: March 1, 2001

- 4) Develop model federal assistance agreements (cooperative and grants) with local government entities to provide assistance for protection and fuels reduction activities in and around communities at risk. This will be used to build capability in local communities.

Assigned: Director, Office of Fire and Aviation; Property, National Business Center; Marc Gress

Due Date: March 1, 2001

- 5) Update Advanced Procurement Plan on a quarterly basis to include additional projects (through contracts or federal assistance) exceeding \$2,500 and to update and correct the previous projects: a) fuels treatment; b) emergency fire rehabilitation; c) communication tower replacement; d) communication site buildings/facilities replacement; e) sites requiring Radio Frequency (RF) hazard analysis; f) fire facility construction and deferred maintenance.

Assigned: Field managers assisted by the state procurement analyst

Due Date: Quarterly (DOI requirement)

B. Equipment Purchase/Lease

- 1) Plan and award additional contracts that meet performance requirements for all equipment, including engines, tenders, fuels treatment, radio communications and other specialized equipment (e.g., seed drills). Strongly consider leasing as an option.

Assigned: Director, Office of Fire and Aviation; National Business Center; Ron Strong; Tom Roberts, Rangelands, Soils and Water for drills; Steve Jenkins, National Interagency Fire Center

Due Date: December 15, 2000 (plan)
April 15, 2001 (award contracts or leases)

- 2) Establish delivery dates for all equipment and complete narrow band acquisition. Compile a list of equipment for compliance with fire plan (see topics 5 and 7). Use equipment timelines to upgrade current equipment. Narrow banding - identified BLM fire share, \$25-40 million over next five fiscal years; \$6 million available in 2001.

Assigned: Director, Office of Fire and Aviation
Due Date: September 30, 2001

- 3) Procure 40 new heavy engines. Locations for engine placement to be determined by approved fire management plans: Idaho (22); California (1); Colorado (2); Oregon (6); Utah (4); Nevada (2); Office of Fire and Aviation (3).

Assigned: Director, Office of Fire and Aviation in conjunction with state fire management officers
Due Date: Ordered first quarter of fiscal year 2001, on line for calendar year 2002 fire season.

- 4) Procure 7 new water tenders. Locations for placement to be determined by approved fire management plans: Idaho (3); Wyoming (1); Colorado (1); Oregon (2).

Assigned: Director, Office of Fire and Aviation in conjunction with state fire management officers.
Due Date: Ordered first quarter of fiscal year 2001; on-line for calendar year 2002 fire season.

- 5) Procure 5 new dozers. Locations for placement to be determined by approved fire management plans: California (1); Idaho (1); Nevada (2); Oregon (1).

Assigned: Director, Office of Fire and Aviation in conjunction with state fire management officers.
Due Date: Ordered first quarter of fiscal year 2001; on-line for calendar year 2002 fire season.

- 6) Contract 4 additional light helicopters, to be located in Utah (1), the other 3 national resources with location to be determined on November 6, 2000.

Assigned: Director, Office of Fire and Aviation
Due Date: November 15, 2000

- 7) Contract 5 additional single engine air tankers to be located in Oregon (1); and the other 4 as national resources with location to be determined on November 6, 2000.

Assigned: Director, Office of Fire Aviation
Due Date: November 15, 2000

- 8) Contract 5 air tactical platforms (airplanes) with location to be determined as

national resources on November 6, 2000.

Assigned: Director, Office of Fire and Aviation

Due Date: November 15, 2000

- 9) Contract 1 large air transport to be located in Idaho.

Assigned: Director, Office of Fire and Aviation

Due Date: November 15, 2000

- 10) Contract for additional smokejumper jumpship to be located in Idaho.

Assigned: Director, Office of Fire and Aviation

Due Date: November 15, 2000

Goal: *Staff positions necessary to support fire preparedness and the fuels program.*

Actions

Increase skills needed to carry out the hazardous fuels program. Based upon identified needs, allocate base funding in annual work plans to fill certain positions.

- a) \$7.8 million will help increase professional skills and expertise of specialists such as biologists, hydrologists, botanists, fuels specialists, foresters, range ecologists, etc.
- b) \$5.8 million from the \$58 million increase for hazardous fuels (10 percent) will be allocated to administrative services.
- c) Approximately \$8 million from preparedness will be allocated to administrative services (limited to 10 percent of each state's fire preparedness cost target).
- d) \$2 million will fund two work months for approximately 100 employees who are not normally involved in fire support. These employees will be trained and made available for fire support positions.

Assigned: Director, Office of Fire and Aviation; state office budget staffs;
Assistant Director, Business and Fiscal Resources

Due Date: With fiscal year 2001 Annual Work Plan

Goal: *Complete required reports and actions as required by 2001 appropriation bill.*

Actions

- 1) Publish a list of all wildland-urban interface communities at risk from wildfire in which hazardous fuels reduction treatments are ongoing or planned.
Assigned: Director, Office of Fire and Aviation
Due Date: December 11, 2000
- 2) Publish a list of all wildland-urban interface communities at risk from wildfire in which hazardous fuels reduction treatments have yet to be planned.
Assigned: Director, Office of Fire and Aviation
Due Date: May 1, 2000
- 3) Report to Congress any decisions to develop expedited procedures or adopt or recommend any other measures.
Assigned: Assistant Director, Renewable Resources and Planning;
Director, Office of Fire and Aviation
Due Date: December 11, 2000
- 4) Report to Congress on criteria for rehabilitation projects to be funded from this appropriation.

Assigned: Assistant Director, Renewable Resources and Planning
Due Date: December 1, 2000

- 5) Report to Congress with additional funding needs; an inventory of communities at risk that require hazardous fuel reduction treatments; and additional authorities needed, if any, to increase the amount of fuel reduction treatments in high-risk wildland-urban interface areas.

Assigned: Director, Office of Fire and Aviation; and Assistant Director,
Renewable Resources and Planning
Due Date: May 1, 2001

- 6) Develop a financial plan and an action plan for Congress.

Assigned: Director, Office of Fire and Aviation; Assistant Director,
Business and Fiscal Resources
Due Date: January 11, 2001

- 7) Provide a performance report not more than 90 days following the end of fiscal year 2001 for all activities covered by the 2001 Appropriation Bill.

Assigned: Director, Office of Fire and Aviation; Assistant Director,
Business and Fiscal Resources; State Directors
Due Date: December 31, 2001

- 8) Establish a stakeholder advisory group for the Joint Fire Science Program and define research priorities.

Assigned: Director, BLM; Tim Hartzell, Group Manager, Rangelands,
Soils and Water
Due Date: December 31, 2000

- 9) With the Departments of Agriculture and Commerce, Chairman of the Council of Environmental Quality, Fish and Wildlife Service, National Park Service and Bureau of Indian Affairs, evaluate the need for revised or expedited environmental compliance procedures and report to Congress by December 11, 2001.

Assigned: Assistant Director, Renewable Resources and Planning
Due Date: December 11, 2001

- 10) Develop standard internal project tracking system.

Assigned: Assistant Director, Office of Fire and Aviation
Due Date: December 1, 2000

Rural Fire District Assistance

Rural and volunteer fire departments respond to about 90 percent of the wildland-urban interface fires that threaten communities in the West. The Bureau of Land Management considers their work essential in protecting at-risk communities from wildland fire.

Goal: *Provide support and assistance to rural fire departments to increase their wildland firefighting capabilities and help them meet federal wildland firefighting standards.*

Actions

- 1) Develop Department of the Interior criteria for allocating to the agencies the \$10 million appropriation for rural fire district assistance.
Assigned: Department of the Interior Budget Committee
Due Date: November 3, 2000
- 2) Establish criteria for the identification and prioritization of rural fire district assistance programs.
Assigned: Director, Office of Fire and Aviation
Due Date: November 24, 2000
- 3) Develop a strategic plan to upgrade rural fire departments to meet established standards.
Assigned: Director, Office of Fire and Aviation
Due Date: December 15, 2000
- 4) Develop annual work plan directives.
Assigned: Director, Office of Fire and Aviation
Due Date: November 10, 2000
- 5) Inform and coordinate with key stakeholders (i.e., National Association of Counties, Western Governors Association, Association of State Foresters, etc.).
Assigned: Director, Office of Fire and Aviation; Washington Office
Due Date: Fall 2000 and winter 2001 - ongoing
- 6) Develop model agreements to fund training, purchase equipment, and conduct prevention activities on a cost-sharing basis.
Assigned: Director, Office of Fire and Aviation
Due Date: January 1, 2000
- 7) Seek solicitor opinion whether the pilot authorization supercedes the CFR prohibiting the sale of fire equipment.
Assigned: Assistant Director, Business Practices - Joe Federline
Due Date: October 31, 2000

- 8) Monitor progress of implementation strategy and prepare accomplishment reports.
Accomplishments would be tracked by specific project numbers.
Assigned: Director, Office of Fire and Aviation
Due Date: Meet reporting requirements - ongoing

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Appendix A

Planning

In most cases, the goals and objectives of the land use plans were sufficiently broad and general as to not preclude wildland-urban interface hazardous fuels reduction projects and health of the land fuels management projects identified in the fire management plans. Therefore, land use planning will not preclude implementation of the fire management plans.

All fuels treatment projects will be reviewed against the land use plan. Those for which the land use plan does not provide adequate National Environmental Policy Act (NEPA) coverage will be analyzed through a NEPA process prior to implementation.

Where land use plans are underway or identified as a new start, fuels management objectives need to be incorporated into the planning effort.

Where amendments may be needed to fully implement the fire management/fuels management programs, focused (i.e. fire – fuels management only) environmental assessment-level amendments should be initiated and completed through the normal planning process or through implementation planning.

Of 135 land use plans reported, 49 were identified as having fuels management projects within the wildland-urban interface, and indicated a need for a plan amendment or revision. Of those 49 plans, 18 were already listed on the national priorities list for planning. Approximately 30 plans are not listed on the priority list, of which 11 have planning in progress to address fuels management and fire. Therefore, approximately 19 plans have wildland-urban interface projects proposed and an indicated need for a plan amendment or revision.

Recommendations:

- 1) Direct that the planning starts identified on the national priorities list incorporate fuels management in the planning effort.
- 2) Direct that those plans with amendments with fuels management in progress be ensured funding and resources to allow for completion in fiscal year 2001.
- 3) Direct that those plans with amendments required for fuels management but not yet started be accomplished through the normal evaluation deficiencies correction process and national priority setting and identified on the national priorities list.

- 4) Where appropriate, fire and fuels management planning could serve as the vehicle to amend the land use plan (implementation planning).

Land use plan amendments that will address priority interface areas and communities at risk will be given priority planning status and appropriate funding.

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Appendix B Workforce Planning (Skill Needs by Office)

Skills	AK	AZ	CA	CO	ES	ID	MT	NV	NM	OR	UT	WY	NBC	FA	Total Number of Offices
Fuels Management	2	4	16	6		3	6	3	14	11	5	7			77
Fire (fire ecology, prescribed fire, etc.)	2	4	4	8	1	4	5	2	15	11	5	8			69
Planning (NEPA, etc)	3	4	3	10	1	4	5	3	2	10	5	11			61
Cultural	1	3	5	9		4	6	2	2	10	5	9			56
Geographic Information System	1	3	16	7		4	3	2		10	2	4			52
Range (range management, range ecology, etc.)		2	9	6		4	5	1	5	6	5	8			51
Wildlife	2	1	7	6		4	6	2	1	10	5	5			49
Administration (personnel, contracting, agreements, IRM, telecommunications, Safety, Data Management)		4	2	8	1	4	2	4	4	8	2	4			43
Soils	1	1	13	3		2	3	2		7	1	4			37
Hydrology	1		4	5		2	3	1	2	9	1	5			33
Project Management/Fire/Research	2	1	1	3		3	3	3		8	5	4			33
Threatened and Endangered Species	1			2		3	5	2	1	10	1	7			32
Forestry	1		3	3		2	5	2		8	1	7			32
Botany	1		6	2		3	2	2		9	1	1			27
Contracting Officer's Representative (COR)		1		2		2	5	2		8	5	1			26
Engineering	1		1	2		3	2	2		7	2	4			24
Public Affairs	2	1		3		4	5			5	1				21

Skills	AK	AZ	CA	CO	ES	ID	MT	NV	NM	OR	UT	WY	NBC	FA	Total Number of Offices
Fire Education/Prevention		2	5	3				4		2		3			19
Fisheries	1		3	1		2	1	2		7		1			17
Agreements/Purchasing/Contracting	1	1	4	3						2	2	1	1		15
Personnel	1		1	2			1	1				1		1	8
Weeds						4				2		1			7
Natural Resource Specialist		1		1		4									6
Air Quality Management				2				2							4
Cadastral/Surveying							1	1			2				4
Monitoring crews						3									3
Lands and Realty							1	2							3
Law Enforcement			1			1									2
Wild Horse and Burro								2							2
Wilderness/Recreation/VRM								2							2
Training		1													1
Seed Warehouse Manager						1									1
Hazardous Materials								1							1
Geology								1							1
Survey and Manage Species										1					1